Conference - Internationalization of U.S. Education in the 21st Century
Panel Discussion on April 12th, 2014
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AGENDA

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05 Our Global Community & Network

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Introduction

- **Silke Scholz**

- **Professional Life:**
  - Product Specialist at Hexagon Metrology, Inc.
  - ‘Customer Ambassador’ for any international visitors
  - Work in multicultural and multilingual environment

- **Personal Life:**
  - Studied, worked and lived abroad
  - Raising children in trilingual atmosphere
  - MBA in Global Business from Johnson & Wales University
  - Trilingual
Hexagon Metrology, Inc.
COMPANY OVERVIEW
Hexagon - Overview

- Deliver **actionable information**
- Offer **design, measurement and visualisation technologies**
- Enable customers to **create and share manageable multidimensional data**
Hexagon’s three main business units

- **Metrology**: Improve the manufacturing process
- **Geosystems**: Improve the real world
- **Technology**: Design and visualize

Integrated measurement technologies
Hexagon and Hexagon Metrology Overview

**6%**
Of net sales invested in R&D

**13,000**
Employees in 43 countries

**12%**
Of employees engaged in R&D

**100+**
Companies acquired since 2002

**5,000**
Employees in 5 continents

**4,200**
Products offered

**1819**
Year when Leica was founded – the oldest company that later became Hexagon Metrology

**18**
Brands integrated since 2001
What are we about?

- Comprehensive range of **products and services** for all industrial applications

- Support of **complete life cycle of a product** – from development and design to production, assembly and final inspection

- **Global, research-intensive** design, measurement and visualisation technology group

- **Products and services work together** and provide a constant flow of updated information

- **Largest manufacturer** of measuring equipment, solutions and software in the world
Our mission

analyze

existing and manufactured

measure

planned and designed
Serving these industries – and more:

- Aerospace
- Medical Technology
- Automotive
- Heavy Industry
- Power Generation
- Shipbuilding
- Watch-making industry
- Railway
- Research & Education
- Machine industry
- Domestic Appliances
- Ironworks
- Foundries
- Reverse Engineering
- Mould & Die
- Precision Industry
- Pulp & Paper

... more than 100 industries!
## Customers in North America

- Aerospace
- Automotive
- Medical
- Off-Highway
- Heavy Equipment
- Defense
- Energy
Hexagon Metrology Inc.
OUR PRODUCTS & SOLUTIONS
Who are we?

Brown & Sharpe (USA, 2001)  DEA (Italy, 2001)
Leitz (Germany, 2001)  PC-DMIS (USA, 2001)  m&h (Germany, 2008)
Leica Geosystems (Switzerland, 2005)  JMTC (China, 2006)
CE Johansson (Sweden, 2002)  TESA (Switzerland, 2001)
ROMER / CIMCORE (France/USA, 2004)
Sheffield (USA, 2004)  Cognitens (Israel, 2007)
JMTC (China, 2006)  Serein Metrology (China, 2010)
Messtechnik Wetzlar (Germany, 2008)  Optiv (Germany, 2009)
Seven Ocean (China, 2011)

Figures in parentheses describe origin of company and when it joined Hexagon
Our product portfolio today
Offering solutions

No matter if you measure delicate electronic components or large castings: We offer a complete answer to your needs.
Aerospace Applications

- Hexagon Metrology Solutions are widely used in the aerospace sector
- Applications include exterior and interior part inspection, fully automated part positioning, gear measurement or setup of production facilities
Automotive Applications

- Hexagon Metrology CMMs, Portable Systems and Software are a standard for most OEMs and their suppliers

- Applications include sheet metal measurement, inspection of gears, tools, and fixtures, robot alignment or prototype checks

Body in white measurement, CMM, Italdesign Giugiaro, Italy

Car body component inspection, White Light System, SEAT, Spain

Feature Check, Laser Tracker, BMW, Germany
Energy Applications

- Hexagon Metrology offers a large variety of measurement solutions in all areas of power generation, and for objects in all sizes.

- Applications include wind tower alignment, blade inspection, gear measurement or highly accurate marking off.

  Gear measurement, CMM, BIMAQ, Germany

  Large machine support inspection, Laser Tracker, DMR, Germany

  Quality Control of Photovoltaic Modules, Portable Measuring Arm, AT&S, Austria
We are Hexagon Metrology
OUR GLOBAL COMMUNITY & NETWORK
Our global presence and representation

• Global Headquarters in London

• **20** production facilities:
  - US, Brazil, China, India, Japan, Israel, Germany, France, Italy, Spain, UK, Switzerland

• **70** solution centers

• Network of more than **100** distribution partners
North American Strategy

PROFESSIONAL
Develop all employees and hire high potential talent
Provide unsurpassed customer experience
Provide best-in-class products and solutions
Eliminate non-value added activities in core processes

ENGAGED

CUSTOMER FOCUSED

INNOVATIVE

ENTREPRENEURAL

PROFIT-DRIVEN

STRATEGIC IMPERATIVES
We are Hexagon Metrology
OUR GLOBAL ENGINEERING TEAM
Our global team

Why do we need team members with a global perspective and international experience?

Because we

• …are a global organization
• …with many different cultures
• …speak many different languages

Because we

• …have global customers
• …with many different cultures
• …that speak many different languages
Cross-cultural projects and collaboration at Hexagon

Most projects are cross-cultural due to…

• manufacturing origin of our products
• expertise distributed globally
• location of our customers
• mission to find and offer solutions rather than just providing products
Our global engineering teams

Our local Engineering Department:

• currently includes engineers from China, Colombia, India, Netherlands

• offers internships for Engineering students:
  • Mechanical Engineering
  • Electrical Engineering
  • Computer Software Engineering

• helps facilitate international internships abroad at sister companies/factories in Europe and China
Our global engineering interns

Collaboration with URI through the International Engineering Program (IEP)

What we offer to International Engineering students:

I. Local Internships: Work experience at a global company

II. Internships abroad: International work experience

III. Research Projects: Capstone Design Master Project
Our global engineering interns

What do they say about the (language) experience abroad?

• “A great, mind-opening experience.”

• “It became easier to do things out of my comfort zone and to do things I would have never dared to consider before the year abroad.”

• “I am a more well-rounded individual now.”

• “In times of job scarcity, I was offered a job right after graduation.”
Our global engineering interns

What do our hiring managers say about the international engineering interns?

• “Interns are invaluable; they made connections in other parts of the company; they are comfortable travelling (abroad) and they can communicate.”

• “We respect their motivation, work ethic and new ideas.”

• “If a candidate has a decent GPA, international experience and a degree in mechanical Engineering, you can’t go wrong.”

• “Experience abroad in combination with a foreign language skill helps to get hired: it shows your flexibility, courage, and your investment.”
Challenges

- **Timing**: finding a spot exactly when and where it is needed – both locally and globally

- **Scheduling assignments**: aligning candidates, creating opportunities, and allocating resources for successful and meaningful training

- **Departure after Integration**: after Training, IEP interns are valuable part of the team; it is hard to let them go back to their studies
Opportunities

- **Mutual benefit**: Company and students learn from each other

- Students who *diversify themselves* bring *fresh and new perspectives*

- Different perspectives are invaluable when *developing new Solutions*

- Cultural diversity and diversity in thought are instrumental when *selling to global customer base*
Our global interns and engineers

Success Story: Sean

- BS in Mechanical Engineering
- BA in German
- Summer intern at Hexagon Metrology. Inc.
- One year abroad in Germany: TU Braunschweig and Hexagon Metrology GmbH
- Was hired by Hexagon upon his graduation
- Currently works in cross-functional and cross-cultural team to develop machine performance improvements; team includes colleagues from the UK and Germany
Our global interns and engineers

Success Story: Christian

- BS in Computer Software Engineering
- BA in Chinese
- Summer intern at Hexagon Metrology. Inc.
- One year abroad in China: Local University and Hexagon Metrology Qingdao
- Has given software training courses in Chinese in China and has taught English in China
- Continued internship in last year of studies at HMI; helped with ad hoc interpreting during important customer visit from China
We are Hexagon Metrology
OUR OUTLOOK
Our Outlook

We

• will continue offering internships to future international engineers.

• are currently working on a corporate strategy to collaborate with universities for talent recruitment in the future.

• will further invest in international engineering interns and facilitate international internship opportunities.

• see a need of employees with a global perspective including a foreign language skill set.

• recommend this approach and model to any organization that operates abroad or globally.
Closing Thoughts

• A different language is a different vision of life.
  ~ Federico Fellini

• I am a part of all that I have met.
  ~ Alfred Tennyson
THANK YOU!